

Comments on Barnes Memo:

1. Somehow, the purpose of the D/OPPM memo and draft cable has been completely lost and come back to us (CIA) as a directive for our bureaus instead of a warn-off for the missions. I do not believe this turn of events is an error on the part of State but rather a straight forward move to set the record straight, as they see things, in light of authorities delegated by Congress.

2. Barnes states categorically in his memo, "The agencies participating in the worldwide system do not have such overriding authority". This statement clearly is the basis on which the rest of the memo is founded, although in the memo it is referring only to classification decisions.

3. FBIS is moving in the direction of conformity with state payscales in all countries and moving to fit into the FSN classification system, so we are in basic agreement on that point even though Barnes' language is a bit peremptory. We will have to be careful, too, in negotiating with state on the job standards not to allow the Amman and Asuncion surveys to become absolute benchmarks against which other bureaus are measured (guidelines yes, benchmarks no). Barnes apparently has no problem with perks for TCN employees.

4. The suggested para 2 on page 3 of this memo is clearly unacceptable in that it effectively strips FBIS and CIA of personnel management functions. I do not think the Agency should place itself in position of seeking State's approval on how to manage FBIS FNs. This seems to me to be a matter which will likely have to be

settled at top management levels. (Carlucci or Turner vrs. Barnes or Vance).

5. I recommend that D/OPPM be petitioned in the strongest terms to take issue with state over its interpretation of its prerogatives re FBIS FNs. If D/OPPPM is unwilling or unable to press the matter, then we should go to DDCI for support.

We stated:

- A. Develop uniform standards for unique professional positions such as monitor
- B. TCN compensation can not be made conforming: recruitment incentives required
- C. Complete cognizance over our staffing and pay administration
- D. Authority to appoint, promote, transfer and terminate
- E. Not possible to conform to post practice on promotion boards, general vacancy announcement, centralizes recruiting etc.
- F. TCN incentives include higher pay, allowances, EOT, travel etc.

We got:

- A. trainee monitor standard rewritten 1 grade (7 vs. 8) lower. Monitor range in Amman 7-11, in Asuncion 7-10.  
*NO FSN-12 IN NEW VIENNA SCALE.*
- B. Position grade level of state system would apply
- C. Conformity to post compensation and classification system
- D. Voting member on post, promotion appeals panel
- E. All other elements of FBIS personnel management will also conform to post procedures as far as possible

F. Recruitment incentives based on Agency's authority  
but their concern if asked to develop separate  
salary schedule

6.

~~Draft cable was for posts not bureaus.~~

Authorities overridden or in jeopardy:

classification

promotion

hiring practices

allowance incentives

non conforming wage scales

transfers